



**CUI//SP-MIL/SP-PRVCY**

**UNITED STATES AIR FORCE  
BOARD FOR CORRECTION OF MILITARY RECORDS**

---

---

**RECORD OF PROCEEDINGS**

**IN THE MATTER OF:**

**DOCKET NUMBER:** BC-2022-02214

*Work-Product*

**COUNSEL** *Work-Product*

**HEARING REQUESTED:** NO

---

---

**APPLICANT'S REQUEST**

His FY19 Consolidated Special Pay (CSP) Accession Bonus (AB) Contract for a period of four years in the amount of \$30,000 that he signed on 13 May 19 be honored.

**APPLICANT'S CONTENTIONS**

On 13 May 19, he was told by his health professions recruiter that he met all the eligibility requirements and he signed a FY19 CSB AB contract in the amount of \$30,000 for a four-year service commitment. Approximately 19 months later, after having settled into his first assignment he was notified by his assignment manager that his active duty service commitment (ADSC) was erroneously recorded as a two-year ADSC, and that it would be updated to correctly reflect a three-year ADSC. Knowing that he had signed a four-year CSB AB contract and with the assistance of his flight commander, he began inquiries into the status of the CSB AB contract and was told by the Air Force Recruiting Service (AFRS) that they had no record of his CSB AB contract. He then contacted his health professions recruiter who was able to provide his commissioning package to include the AB contract. He then submitted the CSB AB contract to AFMS Medical Special Pay who told him that they had no record of the contract and could provide no further guidance as they are only the "processing agents" for the contracts. He then contacted his medical group chief (SGB) who then took the package to the Air Force Medical Service (AFMS) Special Pay program manager, who said that since the contract was missing an execution date it had never been processed through the Air Force Personnel Center (AFPC). Furthermore, AFPC had no record of submission and/or rejection of the contract.

Although he believes there was no malicious intent on the part of his recruiter, he feels that what has transpired amounts to a simple bait-and-switch. The recruitment process was one of great frustration. His recruiter was new and the applicant was their first "select;" however, he was his guide into a completely foreign world necessitating a significant level of trust. This trust was betrayed when they failed to adequately perform their duties, execute the agreed contract and fulfill financial incentives that were promised to him. As such, he respectfully requests that this error be corrected and the CSB AB contract be honored.

The applicant's complete submission is at Exhibit A.

**STATEMENT OF FACTS**

The applicant is an Air Force Biomedical Sciences Corps captain (O-3).

On 13 May 19, according to *FY19 Consolidated Special Pay (CSP) Accession Bonus (AB) Contract*, provided by the applicant, he requested a four-year AB paid as a single lump sum for

**AFBCMR Docket Number BC-2022-02214  
CUI//SP-MIL/SP-PRVCY**

Controlled by: SAF/MRB  
CUI Categories: SP-MIL/SP-PRVCY  
Limited Dissemination Control: N/A  
POC: [SAF.MRBC.Workflow@us.af.mil](mailto:SAF.MRBC.Workflow@us.af.mil)

**CUI//SP-MIL/SP-PRVCY**

the qualifying AFSC of 42S, *Clinical Social Worker*. Block 3B reflects the following: The effective date shall be my Extended Active Duty (EAD) date for the purpose of this contract. I authorize AFPC/DP2SSM to use this contract as a source document to assign an effective date and extend my retainability by updating my ADSC. On 17 May 19, the HP Flight Chief's name was added to Block 5, *Endorsement*, but is unsigned.

On 7 Jun 19, according to Special Order **Work-Product** dated 15 May 19, the applicant was ordered to active duty in the grade of first lieutenant (O-2).

According to the applicant's Report on Individual Personnel, his primary AFSC is 42S.

For more information, see the excerpt of the applicant's record at Exhibit B.

**AIR FORCE EVALUATION**

AFRS/RSO recommends granting the application. In 2019 the applicant worked with a Health Professions (HP) recruiter to join the Air Force as a direct commission Clinical Social Worker and because of his experience and education, he qualified for and was offered a \$30K Accession Bonus (AB) in exchange for signing a four-year contract. On 17 May 19, all contract paperwork was signed; however, during that period the process involved HP Program managers hand-walking the completed AB packages over to AFPC to complete the final process, including any special bonuses. Although it's obvious that the applicant's AB package was received and processed by AFPC since all other personal records/orders were created/loaded, unfortunately, there is no record to verify who at AFPC took receipt of the package. In reviewing his contract paperwork, they noticed that there was never an EAD date entered on his AB form. This entry is usually completed by AFPC/DP2SSM and they surmise this omission is because the program ran out of funds prior to his actual EAD, which unfortunately happens frequently each year across many HP programs as there is only a finite amount of bonus funds available for each fiscal year. However, AFRS admits that there is no way to verify if this was in fact the case.

Based on the documentation provided by the applicant and analysis of the facts, it is obvious that there was a communication issue between AFRS and the applicant. Although records from that time are limited and all personnel involved have moved on, it does not appear that there was any negligence or intentional wrongdoing on the part of the HP recruiter or any personnel within AFRS. It is also clear that the applicant was fully qualified for the accession bonus and followed every step in good faith for it to be awarded. If funding had still been available, AFRS/RSO would fully support the request.

The complete advisory opinion is at Exhibit C.

**APPLICANT'S REVIEW OF AIR FORCE EVALUATION**

The Board sent a copy of the advisory opinion to the applicant on 19 Sep 23 for comment (Exhibit D), but has received no response.

**FINDINGS AND CONCLUSION**

1. The application was timely filed.
2. The applicant exhausted all available non-judicial relief before applying to the Board.

3. After reviewing all Exhibits, the Board concludes the applicant is the victim of an error or injustice. The Board concurs with the rationale and recommendation of AFRS/RSO and finds a preponderance of the evidence substantiates the applicant's contentions. The Board notes that on 13 May 19, the applicant signed the FY19 CSP AB contract and on 17 May 19 it appears the applicant's recruiter verified the applicant's eligibility. While it is impossible to verify whether funds were still available to pay out the bonus for the applicant when he entered active duty, there were obviously administrative processing and tracking issues with the applicant's AB contract. As a new officer accession, the Board believes that the applicant acted in good faith to join the Air Force in exchange for the bonus, was told that he would receive the bonus, and the administrative delays or processing errors are no fault of the applicant. Therefore, the Board believes that in this case the Air Force has a fiduciary responsibility to honor the contract and recommends correcting the applicant's records as indicated below.

**RECOMMENDATION**

The pertinent military records of the Department of the Air Force relating to APPLICANT be corrected to show that on 7 Jun 19 he entered into a four-year Consolidated Special Pay (CSP) Accession Bonus (AB) Contract for his Air Force Specialty 42S3, *Clinical Social Worker*, in accordance with DoDI 6000.13 and the USAF Fiscal Year 2019 Biomedical Sciences Corps Consolidated Special Pay Plan and he received all back pay associated with the approved bonus.

**CERTIFICATION**

The following quorum of the Board, as defined in Department of the Air Force Instruction (DAFI) 36-2603, *Air Force Board for Correction of Military Records (AFBCMR)*, paragraph 2.1, considered Docket Number BC-2022-02214 in Executive Session on 21 Jun 23 and 3 Oct 23:


-  Panel Chair
-  Panel Member
-  Panel Member

All members voted to correct the record. The panel considered the following:

- Exhibit A: Application, DD Form 149, w/atchs, dated 17 Aug 22.
- Exhibit B: Documentary evidence, including relevant excerpts from official records.
- Exhibit C: Advisory Opinion, AFRS/RSO, dated 14 Sep 23.
- Exhibit D: Notification of Advisory, SAF/MRBC to Applicant, dated 18 Sep 23.

Taken together with all Exhibits, this document constitutes the true and complete Record of Proceedings, as required by DAFI 36-2603, paragraph 4.12.9.

4/8/2024

X 

---

Board Operations Manager, AFBCMR  
Signed by: 